



**OESF Research & Monitoring Manager**  
**Land Management Division**  
Recruitment #2006-05-6840

**AGENCY MISSION AND CHALLENGE:**

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. The DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the Public Land Trusts. The DNR manages over 5.6 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1400 employees. For more information about the department, see the DNR website at [www.dnr.wa.gov](http://www.dnr.wa.gov)

<b>Job Classification:</b>	Natural Resource Scientist 3 (Olympic Experimental State Forest Research & Monitoring Manager)
<b>Type of Position:</b>	This is a permanent position
<b>Monthly Salary Range:</b>	\$4041-\$5175
<b>Benefits Package:</b>	Health and dental insurance, retirement pension, vacation, sick leave and holidays
<b>Posting Date:</b>	May 16, 2006
<b>Closing Date:</b>	Until a successful candidate is found – first screening will be on July 1
<b>Location:</b>	Olympia, WA (Thurston County) or Forks, WA (Clallam County) – Candidate's choice

**POSITION PROFILE**

This position is a management scientist position in the HCP/Scientific Support Section of the Land Management Division responsible for developing and implementing a team-oriented research and monitoring plan, with emphasis on implementation of HCP research and monitoring commitments in the Olympic Experimental State Forest (OESF). In addition to commodity production, the OESF landscapes are managed for northern spotted owl, marbled murrelet, riparian, and other habitats of concern. The research program will be designed to contribute to the adaptive management process associated with the Department of Natural Resources' (DNR) multi-species habitat conservation plan (HCP).

**REQUIRED POSITION QUALIFICATIONS**

- Knowledge and understanding of forestry, wildlife, and other natural resource discipline principals of forest ecosystem management,
- Strong understanding of forest management and forest ecosystem research and monitoring techniques,
- Working knowledge of the Scientific Method, including hypothesis formulation and testing,
- Working knowledge of statistics, including sound understanding of experimental designs and sampling procedures
- Experience in conducting research, systematic literature review, and data analysis,
- Experience in writing effective technical reports and scientific papers; experience in making effective oral presentations to both scientific and non-scientific audiences,
- A Master's or PhD degree with a major study in a natural resource science (e.g., forestry, wildlife management/biology, fish biology/management) or a closely related field, AND
- Two years professional research work experience in a forest environment in forestry, wildlife biology/management, fish biology/management, or a closely related field relying on the aforementioned position qualifications.

## DESIRED POSITION QUALIFICATIONS

- Ability and experience in facilitation, collaboration, negotiation and conflict resolution
- Experience in effectively planning and organizing work activities and prioritizing task completion to meet schedules and deadlines
- Experience in collaborating effectively as a member of interdisciplinary groups
- Experience in developing and managing a program budget
- Experience in providing leadership and directing the activities of a diverse group of professional natural resource staff

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to hike and climb during all weather conditions and environmental hazards while establishing research installations and performing assessments and consultations
- Ability to work independently and sometimes alone in remote locations
- Must be 18 years of age at time of hire.
- The incumbent in this position is required to travel outside the Olympia area.
- Must have a valid driver's license and have two years of driving experience.

## WHO MAY APPLY

This recruitment is open to anyone who meets the Required Position Qualifications for this position.

## APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest (not more than two pages) describing how your experience and qualifications relate to the Position Profile and meet the Required and Desired Position Qualifications. Please be specific. Indicate in your cover letter how you learned of this opportunity.
- A resume
- A WA State Application: [www.dnr.wa.gov/jobs/stateapp.doc](http://www.dnr.wa.gov/jobs/stateapp.doc)
- A 5-year driving abstract issued from the state in which you are currently licensed.
- A copy of at least one publication to serve as a writing sample

The first screening will be based on information contained in your letter of interest, resume, and state application.

Submit all materials by the closing date to:

### E-mail (preferred method)

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[dnrrecruiting@wadnr.gov](mailto:dnrrecruiting@wadnr.gov)

(Please indicate the position #2006-05--6840 in the subject line of your e-mail)

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By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

**For more information about the technical aspects of this position,  
contact Jim Hotvedt, HCP Research/Monitoring Lead Scientist (360) 902-1740**